



# U.S. Army Cadet Command



## JROTC Overview



**“Motivating young people to be better citizens”**

# Agenda

- **JROTC Current Status**
- **Instructor Eligibility/Training**
- **Curriculum**
- **Co-Curricula Activities**
- **Accomplishments**
- **Initiatives**
- **Conclusion**



# JROTC History

- **National Defense Act of 1916**
- **1964 - changed use of active duty instructors to retirees - opened program to other services**
- **1972 - authorized female participants**
- **Today - Largest program within the Army; popular support and congressional endorsement**
- **Tomorrow - Continue expansion, continue waiting list**

# JROTC Mission and Goals



United States Army  
Junior ROTC

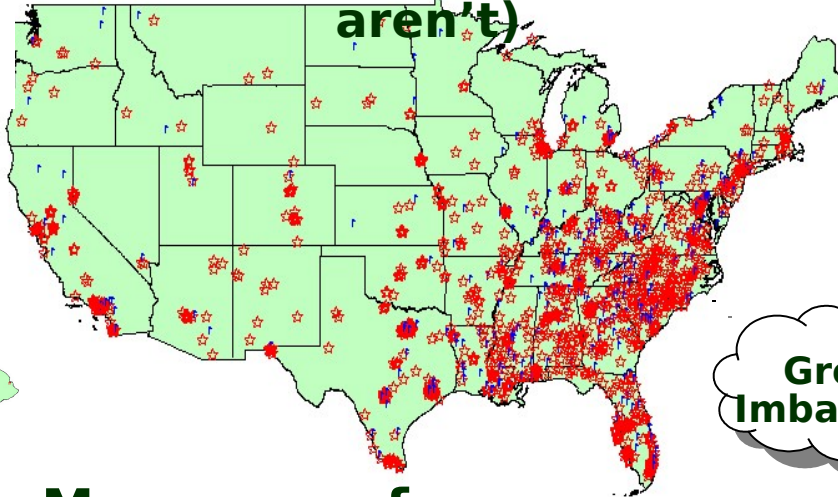
*To motivate young people to be better citizens*

## JROTC Goals

- Promote citizenship
- Develop leadership
- Communicate effectively
- Improve physical fitness
- Provide incentive to live drug-free
- Strengthen positive self-motivation
- Provide a historical perspective of the military services
- Work as a team member
- Graduate from High School

# Army JROTC - Current Situation

Where we are (and where we aren't)



Gross Imbalance

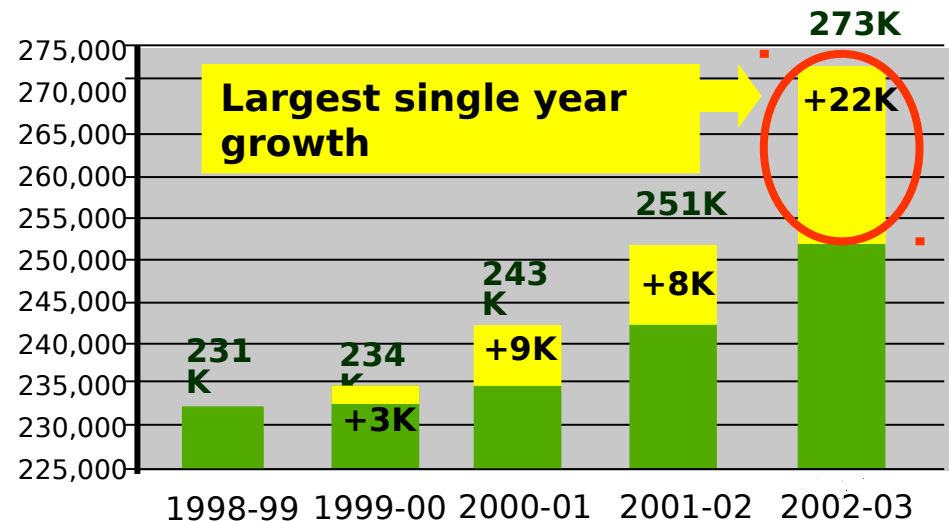
## Junior ROTC

1555 Units  
3900 Instructors  
278 High Schools  
Waiting  
1590 Instructors Waiting

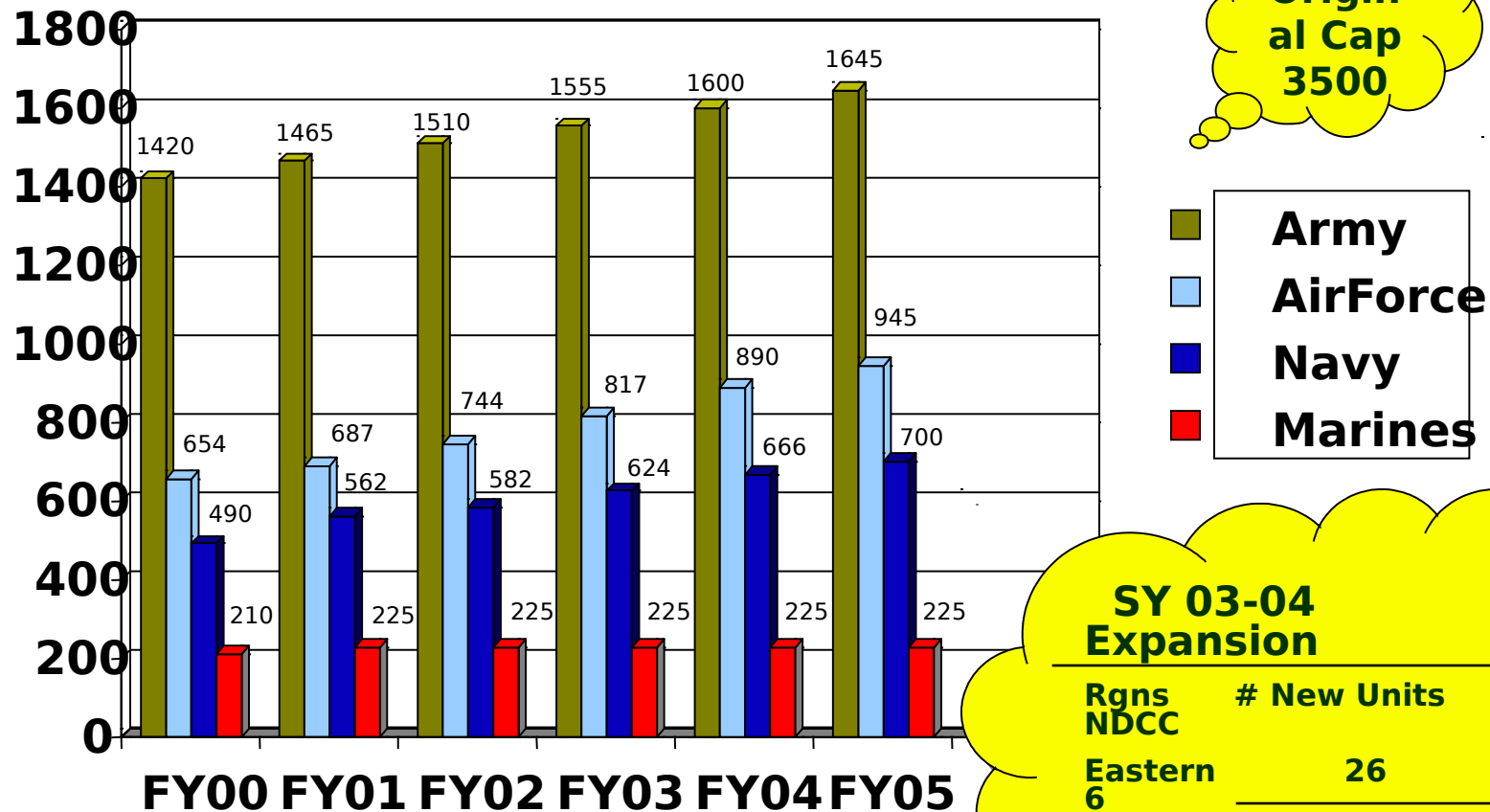
## Measures of Success

	SY 2000 - 01		SY 2001 - 02	
	School / JROTC		School / JROTC	
Attendance			90%	92%
Graduation	83%	87%	90%	96%
Indiscipline	89%	96%	7%	5%
Drop Out	25%	12%	10%	2%
GPA	18%	16%	2.8	3.0
	2.5	2.8		

## Cadet Enrollment



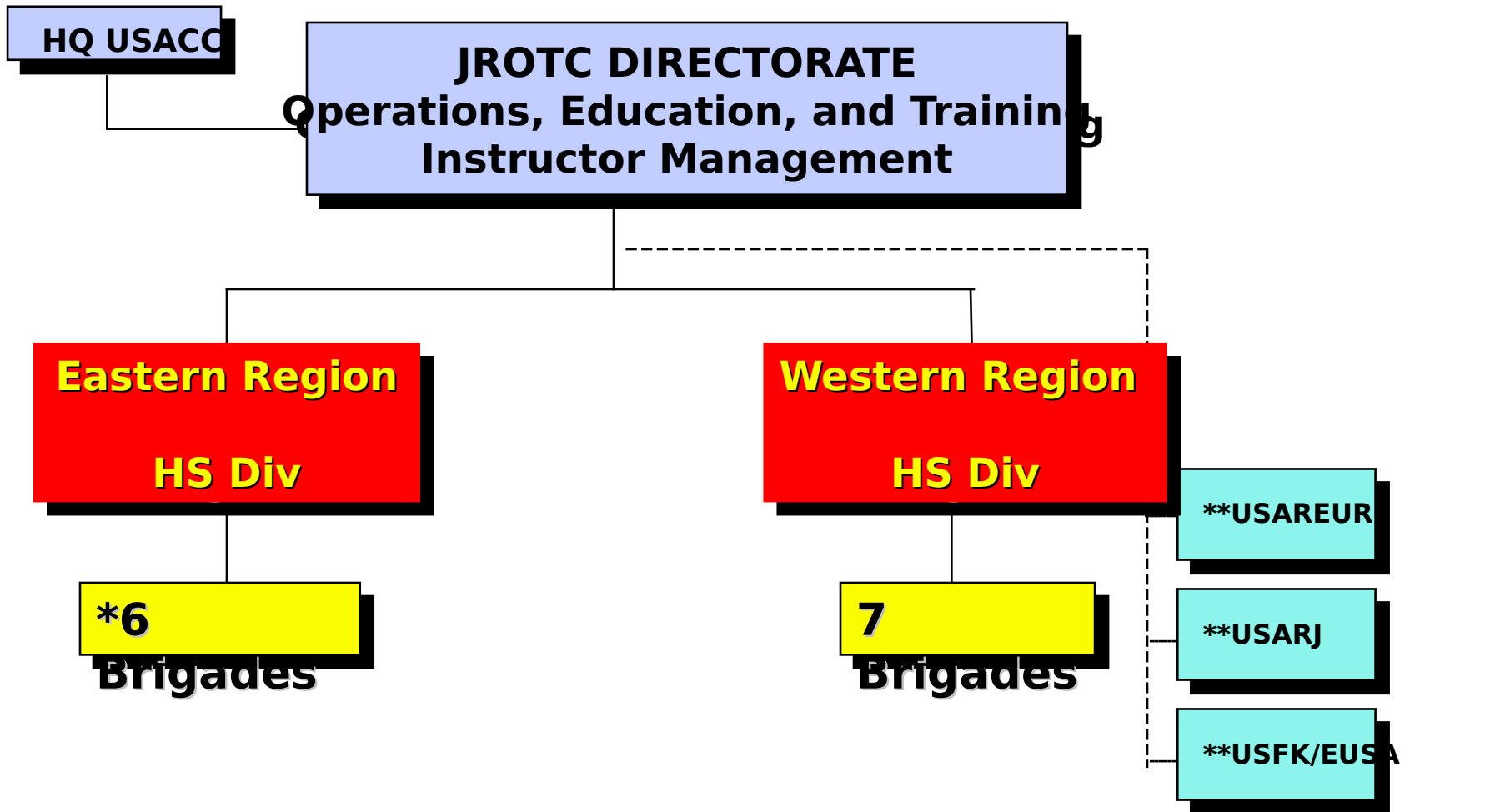
# JROTC Expansion All Services



# JROTC Geographic Alignment



# JROTC Directorate

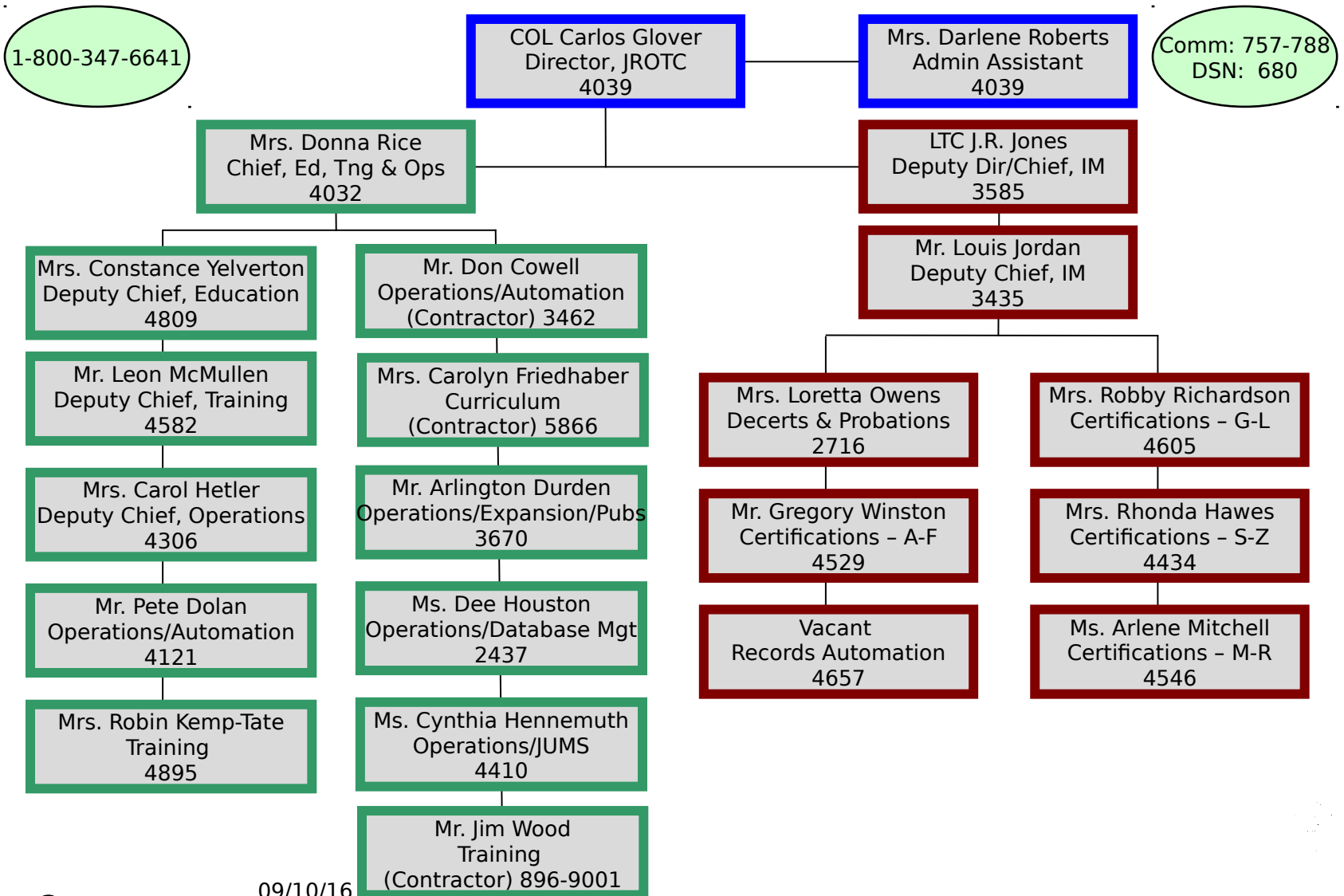


\* One brigade (4<sup>th</sup> Bde, Fort Bragg) does not have JROTC responsibilities.

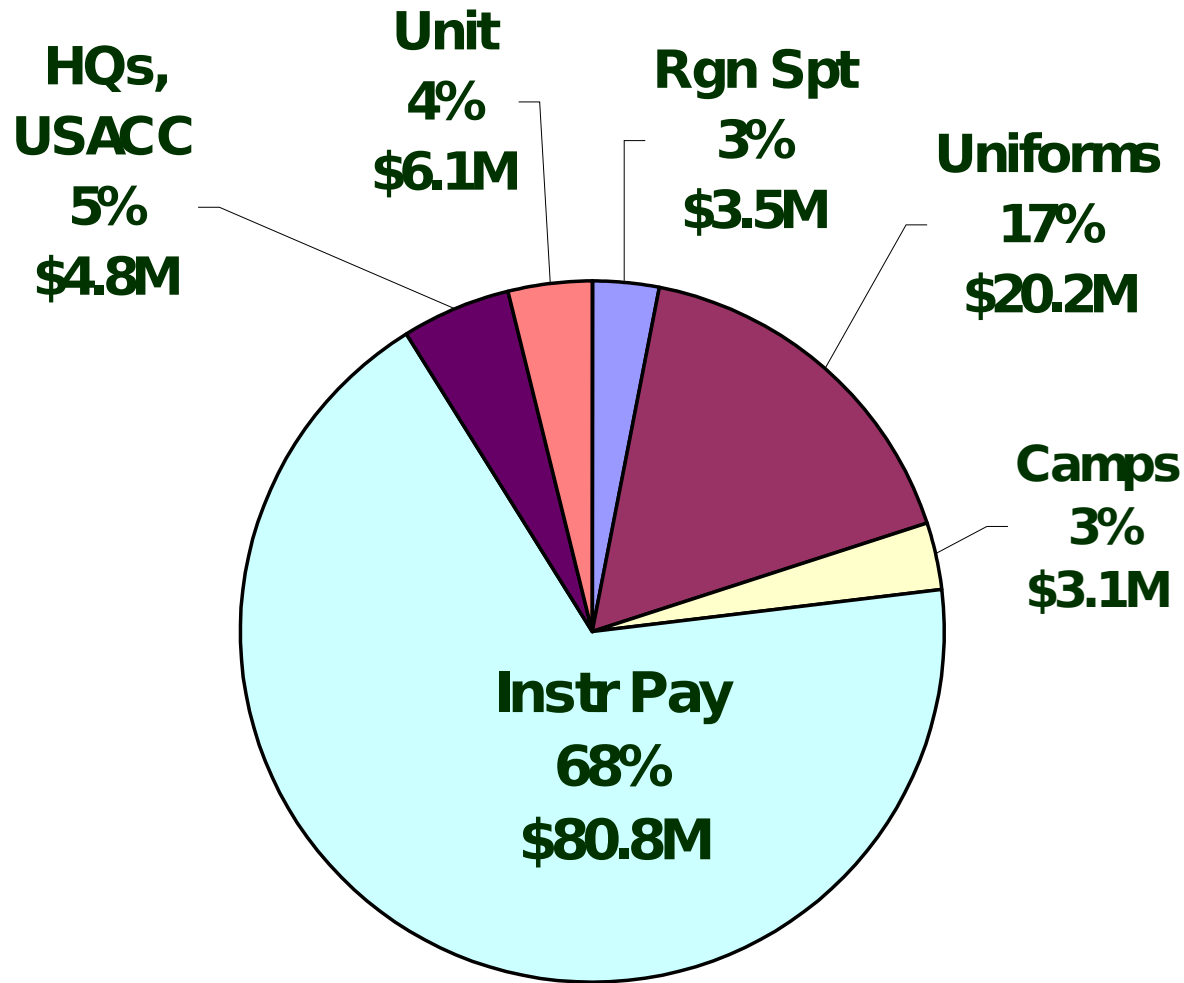
\*\*These commanders are responsible for the JROTC units located within their respective areas, as prescribed by applicable regulations.



# JROTC Directorate



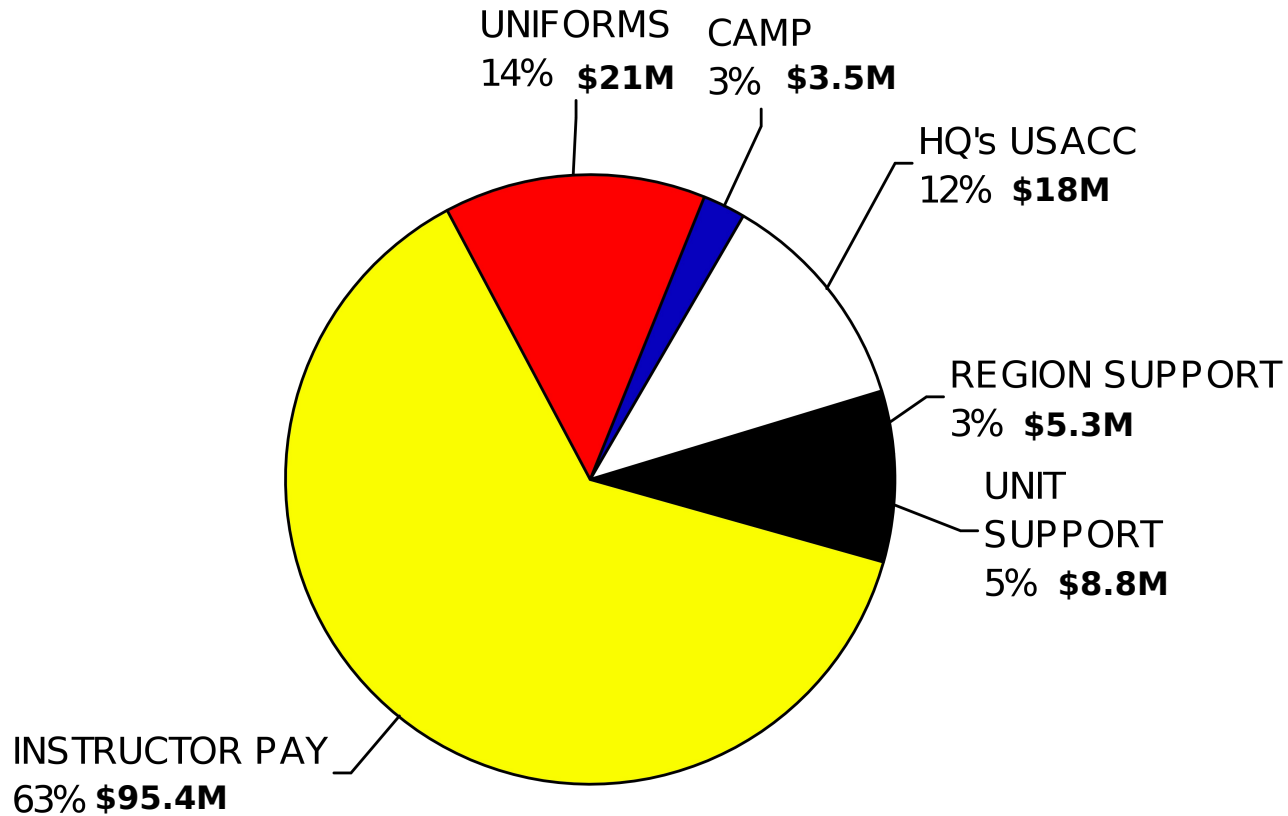
# JROTC Funding (\$118.5M) FY 03



**OMA (\$96.1M) and RPA (\$22.4M)**

# FY04 JROTC Status

**\$152M**



Includes \$128.7M OMA & \$23.3M RPA

# JROTC Instructor Status

## Instructors

3,900 employed

1,590 certified

**(unemployed)**

98 vacant positions

## Reasons for Vacancies

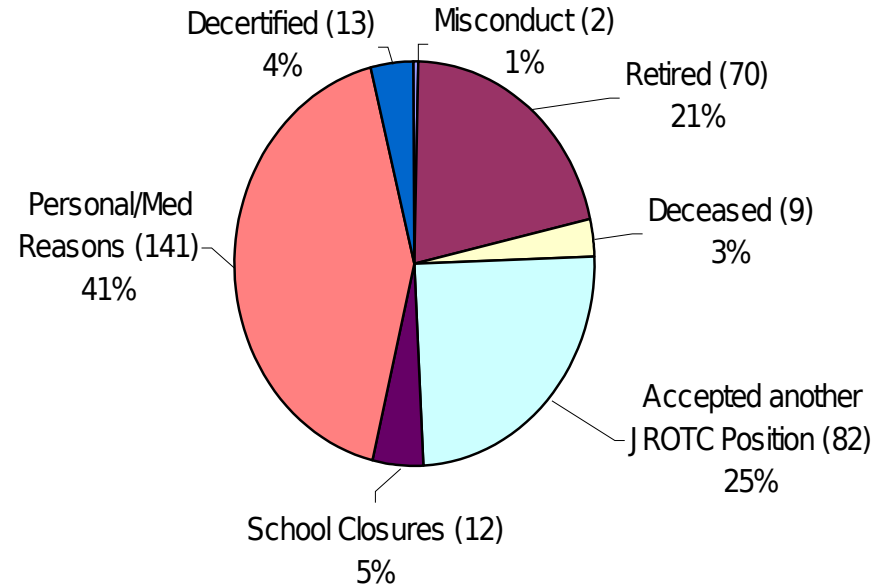
Hard to fill areas:

- **Rural areas w/o nearby bases:** (AL, AR, CO, ID, IA, KS, KY, LA, MS, MI, ND, NM, SD, TN, WV, WI, Indian Reservations, American Samoa)
- **High cost of living areas** (CA, HI)
- **Inner cities** (Chicago, LA, Trenton NJ)

**Granted exceptions to policy:**

- **NCO as SAI**
- **Extended Certification beyond 5 years**
- **Use USAR in NDCC**

## FY 02 Turnover (Total 332)



## Marketing

- CC Web Page
- Retirement Services (ACAP) and TROA
- Army Links
- Paid advertising - Army Times
- Entry on LES (May + June)
- Max use of free resources

# Instructor Training Plan

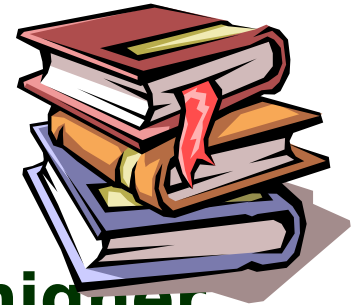
- **Continuing Education a Shared Responsibility**
- **Five Point Plan:**
  - **JSOCC**
    - Initial Qualification Training
    - Distance Learning Course
    - Certification Course
    - Recertification Course
  - **Indiv Continuing Education/ Distance Learning**
  - **Recurring Adjunctive Seminars**
  - **Regional Conferences**
  - **School Staff Development**



# Curriculum Revision Plan

**Only one JROTC Curriculum**

- **Rename courses to reflect educational terms**
- **Address national standards**
- **Provide more depth and require higher level thinking**
- **Ensure student-centered learning strategies are integrated throughout**



# JROTC Co-Curricula Activities

## ■ **Marksmanship**

- National Marksmanship Competition  
(Fort Benning, GA) Mar 04
- Eastern Region Marksmanship Competition  
(Location TBD) Feb 04
- Western Region Marksmanship Competition  
(Location TBD) Feb 04

## ■ **Drill Competitions**

- National Drill Competition (Daytona Beach, FL) May 04
- Eastern Region Drill Competition (Washington, DC) Mar 04
- Western Region Drill Competition (Texas A&M) Feb 04

# JROTC Camps

## OBJECTIVES

**Build citizenship**  
**Develop Leadership skills**  
**Build self-esteem**  
**Have fun**



## FOCUS ON:

**Adventure training**

- **Leadership development**

- **NOT war-fighting skills**



# **JROTC Accomplishments**

- **Developed CCR 145-2 and revised AR 145-2**
- **Redesigned Curriculum**
- **Developed options for C2 (Requires manpower analysis by TRADOC)**
- **Developed a 5 year JROTC Strategy**
  - **Goal 1: Recruit, train and retain competent, professional instructors**
  - **Goal 2: Maintain a word-class citizenship curriculum within the character/leader development program of instruction**
  - **Goal 3: Lead, guide and direct a viable, responsive evolution of the JROTC program**
- **Restructured Instructor Training**

# **JROTC Accomplishments** (cont)

- **Opened JROTC Museum**
- **Established “State-of-the-Art” JROTC training facility**
- **Automation (On-going efforts supporting paperless goal)**
  - **Web Portal**
  - **JROTC Unit Management System (JUMS)**
  - **JROTC Communication and Information Management System (JCIMS)**
  - **Global E-mail**
- **Developed Classroom Modernization Plan**
- **Implemented Marksmanship & Drill Competitions (East/West/National)**

# Issues Discussed with HQDA

- **Provide additional funding requirements for MIs**
  - Additional authorized CTA items
  - RPA for cadet travel
- **Instructors for hard to fill areas**
  - Can we/should we use contractors and/or NG/Reservists
  - Criteria for hard to fill areas
- **Continue expansion of the program by 45 units per year beyond FY05**
  - Add requirement to TRADOC POM submission for start-up and sustainment
  - Include funding for adequate staffing
- **JROTC C2**
  - CG Cadet Command decision
  - Must meet program requirements
  - Use contractors if required
- **JROTC will not be a stepchild program**



# OSD Initiatives

## ■ **A Comprehensive Study that is evaluating:**

- Instructor pay formulas – potentially expanding to retired reservists and/or current reserve and guard
- Areas for common curriculum – meeting State education requirements for college prep credit
- Unit manning requirements – review equitable instructor to cadet ratio
- The implementation of “fair and equitable unit distribution”
- Potential instructor incentive packages for hard-to-fill locations

## ■ **Total Army Analysis (TAA 09)**

# Conclusion

- Junior ROTC is a **large, popular and successful** program
- Continuous aggressive marketing and recruiting for instructors with **focus on getting the right people**
- **World class curriculum** will enhance the popularity of program
- Lobby for **more expansion funding...both OMA and RPA**

